Government of
Saskatchewan

Annual Report 2001

Workplace Diversity

WORKPLACE DIVERSITY
ANNUAL REPORT 2001

WORKPLACE DIVERSITY

The Saskatchewan population, which the public service provides services to is diverse in many ways - gender, race, ancestry, age, religion, economic status, sexual orientation, education, disability, first language etc. To have a strong and effective public service we must reflect this diversity so that policies, programs and front-line services are responsive and relevant to the people of the province.

Workplace Diversity is a strategy used by the Saskatchewan government to create a diverse public service. This involves proactive measures to increase the four underrepresented groups identified by the Saskatchewan Human Rights Commission women in management and underrepresented occupations (Appendix A), Aboriginal people, Persons with disabilities and members of visible minority groups.

RESPONSIBILITIES AND COMMITTEE STRUTURE

The provincial Cabinet determines government policy and direction on diversity.

A senior management committee of Deputy Ministers, the Strategic Human Resource Advisory Committee (SHRAC), ensures that diversity activities are integrated with other human resource programs and services, and are aligned with the strategic direction of the public service.

The Permanent Head of each department is responsible for the implementation of the Workplace Diversity Program and for achieving its goals and objectives. Each department has an Employment Equity Committee comprised of union, management and designated group representation.

The Chair of the Public Service Commission (PSC) on behalf of central government is responsible for co-ordinating the development and implementation of employment equity policies and programs.

The Central SGEU/Management Employment Equity Committee and the CUPE/Management Employment Equity Committee are responsible for monitoring the plan, proposing new initiatives and providing consultative services and feedback on activities.

TERMS AND CONDITIONS 2001

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TABLE 1
DESIGNATED GROUP REPRESENTATION IN GOVERNMENT
2000 and 2001

Designated Group	Total Jobs	Count Within Designated Group	Percentage
December 31, 2000			
Persons of Aboriginal Ancestry	13021	1172	9.0%
Persons with Disabilities	13021	370	2.8%
Members of Visible Minority Groups	13021	363	2.8%
Women in Government	13021	6895	53.0%
Women in Non-traditional Jobs	4572	900	19.7%
Women in Management (M and P Levels 1-12B and Senior Executive)	1813	655	36.1%
December 31, 2001			
Persons of Aboriginal Ancestry	13386	1308	9.8%
Persons with Disabilities	13386	389	2.9%
Members of Visible Minority Groups	13386	372	2.8%
Women in Government	13386	7071	52.8%
Women in Underrepresented Jobs	4920	1073	21.8%
Women in Management (M and P Levels 1-12B and Senior Executive)	1373	477	34.7%

Notes:

1. Women in underrepresented roles include women in occupations that have less than 45% of the positions filled by women. Percentage is based on total underrepresented jobs.
2. Women in Management include women in all levels of the Management and Professional Classification Plan and Senior Executive Levels. Percentages are based on total management jobs. Data exclude women in the Management Support Group.
3. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.
4. The new SGEU Collective Bargaining Agreement signed in 2001 changed Women in Non Traditional roles to Women in underrepresented roles to better reflect the goal of this group.
5. Job count is defined as each employment opportunity throughout the year.

TABLE 2
DESIGNATED GROUP REPRESENTATION BY JOB TYPE
2000 and 2001

Type of Job	All Jobs	Women	Aboriginal	Disabilities	Visible Minority
December 31, 2000					
Permanent	7315	3584 (49.0%)	512 (7.0%)	271 (3.7%)	189 (2.6%)
Temporary	32	24 (75.0%)	3 (9.4%)	0 (0.0%)	3 (9.4%)
Part-time	78	70 (90.0%)	3 (4.0%)	0 (0.0%)	4 (5.0%)
Permanent Part-time	2434	1517 (62.3%)	221 (9.1%)	48 (2.0%)	78 (3.2%)
Casual	240	185 (77.1%)	15 (6.3%)	2 (0.8%)	9 (4.0%)
Term	1539	1204 (78.2%)	137 (8.9%)	37 (2.4%)	57 (3.7%)
Labour Service Permanent	1364	305 (22.4%)	280 (20.5%)	12 (0.9%)	22 (1.6%)
Labour Service Non-permanent	19	6 (31.6%)	1 (5.3%)	0 (0.0%)	1 (5.3%)
Total	**13021**	**6895 (53.0%)**	**1172 (9.0%)**	**370 (2.8%)**	**363 (2.8%)**
December 31, 2001					
Permanent	7859	4010 (51.0%)	585 (7.5%)	293 (3.7%)	216 (2.7%)
Temporary	33	30 (90.9%)	2 (6.1%)	0 (0.0%)	3 (9.1%)
Part-time	83	68 (81.9%)	6 (7.2%)	0 (0.0%)	3 (9.1%)
Permanent Part-time	2009	1174 (58.4%)	223 (11.1%)	34 (1.7%)	67 (3.3%)
Casual	212	166 (78.3%)	13 (6.1%)	3 (1.4%)	5 (2.4%)
Term	1713	1279 (74.7%)	165 (9.6%)	44 (2.6%)	53 (3.1%)
Labour Service	1477	344 (23.3%)	314 (21.3%)	15 (1.0%)	27 (1.8%)
Total	**13386**	**7071 (52.8%)**	**1308 (9.8%)**	**389 (2.9%)**	**372 (2.8%)**

Notes:

1. The PSC/SGEU Collective Agreement redefined the types of jobs for SGEU employees. The definition of permanent remained the same between 1999 and 2000. Temporary was changed to either permanent part-time or term, and casual changed to term. Labour service was further categorized into permanent and non-permanent.
2. The terminology of temporary, part-time, casual remained the same for CUPE employees.
3. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.
4. Job count is defined as each employment opportunity throughout the year

TABLE 3
DESIGNATED GROUP REPRESENTATION BY MANAGEMENT and PROFESSIONAL LEVEL
2000 and 2001

Management Level	All Jobs	Women	Aboriginal			Disabilities			Visible Minority		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
December 31, 2000											
M and P 1 – 6	915	367 (40.1%)	18 (2.0%)	17 (1.9%)	35 (3.8%)	15 (1.6%)	17 (1.9%)	32 (3.5%)	11 (1.2%)	21 (2.3%)	32 (3.5%)
M and P 7 - 12 and SE	898	288 (32.1%)	12 (1.3%)	13 (1.4%)	25 (2.8%)	14 (1.6%)	21 (2.3%)	35 (4.0%)	2 (0.2%)	18 (2.0%)	20 (2.2%)
Total	1813	655 (36.1%)	30 (1.7%)	30 (1.7%)	60 (3.3%)	29 (1.6%)	38 (2.1%)	67 (3.7%)	13 (0.7%)	39 (2.2%)	52 (2.9%)
December 31, 2001											
M and P 1 – 6	564	228 (40.4%)	16 (2.8%)	20 (3.5%)	36 (6.4%)	8 (1.4%)	11 (1.4%)	19 (3.4%)	8 (1.4%)	7 (1.2%)	15 (2.7%)
M and P 7 –10	601	187 (31.1%)	11 (1.5%)	9 (1.5%)	20 (3.3%)	14 (2.3%)	9 (1.5%)	23 (3.8%)	10 (1.7%)	1 (0.2%)	11 (1.8%)
M and P 11– 12 and SE	208	62 (29.8%)	0 (0.0%)	1 (0.5%)	1 (0.5%)	3 (1.4%)	2 (1.0%)	5 (2.4%)	3 (1.4%)	0 (0.0%)	3 (1.4%)
Total	1373	477 (34.7%)	27 (2.0%)	30 (2.2%)	57 (4.2%)	25 (1.8%)	22 (1.6%)	47 (3.4%)	21 (1.5%)	8 (0.6%)	29 (2.1%)

Notes:

1. Includes Order-in-Council Appointments and Senior Executives (SE), but does not include Ministerial/Executive Assistants, contract, non-PSC appointments and Management Support Group jobs.
2. Percentages are based on total management jobs across categories.
3. Percentages may not be exact, due to rounding.
4. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.
5. 2001 statistics further break down the Management and Professional levels 7-12 and SE to Management and Professional levels 7-10 and levels 11-12 and SE.

TABLE 4
DESIGNATED GROUP REPRESENTATION BY MANAGEMENT LEVEL, SENIOR EXECUTIVE and ORDER IN COUNCIL
2001

Management Level	All Jobs	Women	Aboriginal			Disabilities			Visible Minority		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
December 31, 2001											
M 1 - 6	291	86 (29.6%)	10 (3.4%)	6 (2.1%)	16 (5.5%)	4 (1.4%)	4 (1.4%)	8 (2.7%)	1 (0.3%)	1 (0.3%)	2 (0.7%)
M 7 - 10	513	148 (28.8%)	9 (1.8%)	5 (1.0%)	14 (2.7%)	12 (2.3%)	8 (1.6%)	20 (3.9%)	8 (1.6%)	1 (0.3%)	9 (1.8%)
M 11 - 12 and SE	208	62 (29.8%)	0 (0.0%)	1 (0.5%)	1 (0.5%)	3 (1.4%)	2 (1.0%)	5 (2.4%)	3 (1.4%)	0 (0.0%)	3 (1.4%)
Total	1021	296 (29.2%)	19 (1.9%)	12 (1.2%)	31 (3.0%)	19 (1.9%)	14 (1.4%)	32 (3.1%)	12 (1.2%)	2 (0.2%)	14 (1.4%)

Notes:

1. The Management Category is comprised of positions which have, as their primary purpose, a responsibility for exercising line authority through planning, organizing, directing, cooordinating, controlling, representing and evaluating within agency(ies); for integrating various managerial functions and/or providing advise and recommendations on the exercise of line authority.
2. Includes Order-in-Council Appointments and Senior Executives (SE), but does not include Ministerial/Executive Assistants, contract, non-PSC appointments, Professional and Management Support Group jobs.
3. Percentages are based on total management jobs across categories.
4. Percentages may not be exact, due to rounding.
5. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.
6. Data was unavailable for 2000.

TABLE 5
DESIGNATED GROUP REPRESENTATION BY PROFESSIONAL LEVEL
2001

Professional Level	All Jobs	Women	Aboriginal			Disabilities			Visible Minority		
			Male	Female	Total	Male	Female	Total	Male	Female	Total
December 31, 2001											
P 1 – 6	273	142 (5.1%)	6 (2.2%)	14 (5.1%)	20 (7.3%)	4 (1.5%)	7 (2.6%)	11 (4.0%)	7 (2.6%)	6 (2.2%)	13 (4.8%)
P 7 – 10	88	39 (44.3%)	2 (2.3%)	4 (4.5%)	6 (6.8%)	2 (2.3%)	1 (1.1%)	3 (3.4%)	2 (2.3%)	0 (0.0%)	2 (2.3%)
Total	361	181 (50.1%)	8 (2.2%)	18 (5.0%)	26 (7.2%)	6 (1.7%)	8 (2.2%)	14 (3.9%)	9 (2.5%)	6 (1.7%)	15 (4.2%)

Notes:

1. The Professional Category is comprised of positions, which, as their primary purpose, utilize a professional/technical expertise in assisting agencies in the planning, development, implementation, integration and delivery of programs, policies and objectives. Direction and/or advise may be provided to others in facilitating the operation and/or design of management support systems, and/or in the development of proposals, strategies, recommendations and policies.
2. There are no Professional Category jobs in levels 11, 12 and Senior Executive.
3. Does not include Order-in-Council Appointments, Ministerial/Executive Assistants, contract, non-PSC appointments and Management and Management Support Group jobs.
4. Percentages are based on total professional jobs across categories.
5. Percentages may not be exact, due to rounding.
6. Figures are based on voluntary self-identification for persons of Aboriginal ancestry, persons with disabilities and members of visible minority groups.
7. Data was unavailable for 2000.

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December 31, 2001

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TABLE 1

PERSONS OF ABORIGINAL ANCESTRY
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2001

	Jobs				Persons of Aboriginal Ancestry				
Type of Position	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**%**
Permanent	1481	6003	375	7859	51	519	15	585	7.4
Temporary	9	0	24	33	1	0	1	2	2.4
Part-Time	2	0	81	83	0	0	6	6	7.2
Perm Part-Time	3	2006	0	2009	0	223	0	223	11.1
Casual	1	0	211	212	0	0	13	13	6.1
Term/Non-Permanent	97	1616	0	1713	20	145	0	165	9.6
Labour Service	0	1477	0	1477	0	314	0	314	21.3
Total	**1593**	**11102**	**691**	**13386**	**72**	**1201**	**35**	**1308**	**9.8**

TABLE 2

PERSONS WITH DISABILITIES
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2001

	Jobs				Persons with Disabilities				
Type of Position	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**%**
Permanent	1481	6003	375	7859	47	232	14	293	3.7
Temporary	9	0	24	83	0	0	0	0	0.0
Part-Time	2	0	81	33	0	0	0	0	0.0
Perm Part-Time	3	2006	0	2009	1	33	0	34	1.7
Casual	1	0	211	212	0	0	3	3	1.4
Term/Non-Permanent	97	1616	0	1713	6	38	0	44	0.3
Labour Service	0	1477	0	1477	0	15	0	15	1.0
Total	**1593**	**11102**	**691**	**13386**	**54**	**318**	**17**	**389**	**2.9**

Notes:

* Out-of-Scope (O/S)
** Percentages may not be exact due to rounding.

TABLE 3

MEMBERS OF VISIBLE MINORITY GROUPS
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2001

	Jobs				Members of Visible Minority Groups				
Type of Position	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**%**
Permanent	1481	6003	375	7859	32	167	17	216	2.7
Temporary	9	0	24	33	0	0	3	3	3.6
Part-Time	2	0	81	83	0	0	1	1	1.2
Perm Part-Time	3	2006	0	2009	0	67	0	67	3.3
Casual	1	0	211	212	0	0	5	5	2.4
Term/Non-Permanent	97	1616	0	1713	1	52	0	53	3.1
Labour Service	0	1477	0	1477	0	27	0	27	1.8
Total	**1593**	**11102**	**691**	**13386**	**33**	**313**	**26**	**372**	**2.8**

TABLE 4

WOMEN in UNDERREPRESENTED ROLES**
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2001

	Underrepresented Jobs				Women				
Type of Position	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**%**
Permanent	0	2317	39	2356	0	340	12	352	14.9
Temporary	0	0	0	0	0	0	0	0	0.0
Part-Time	0	0	9	9	0	0	6	6	66.7
Perm Part-Time	0	1259	0	1259	0	516	0	516	41.0
Casual	0	0	7	7	0	0	3	3	42.9
Term/Non-Permanent	0	283	0	283	0	105	0	105	37.1
Labour Service	0	1006	0	1006	0	91	0	91	9.0
Total	**0**	**4865**	**55**	**4920**	**0**	**1052**	**21**	**1073**	**21.8**

Notes:

* Out-of-Scope (O/S)
** Percentages of women in underrepresented roles are based on total number of underrepresented positions for women.
*** Percentages may not be exact due to rounding.

TABLE 5

WOMEN
REPRESENTATION IN GOVERNMENT – BY TYPE OF POSITION
December 31, 2001

	Jobs				Women				
Type of Position	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**O/S***	**SGEU**	**CUPE**	**TOTAL**	**%**
Permanent	1481	6003	375	7859	607	3118	285	4010	51.0
Temporary	9	0	24	33	7	0	23	30	36.1
Part-Time	2	0	81	83	2	0	66	68	81.9
Perm Part-Time	3	2006	0	2009	3	1171	0	1174	58.4
Casual	1	0	211	212	1	0	165	166	78.3
Term/Non-Permanent	97	1616	0	1713	64	1215	0	1279	74.7
Labour Service	0	1477	0	1477	0	344	0	344	23.3
Total	**1593**	**11102**	**691**	**13386**	**684**	**5848**	**539**	**7071**	**52.8**

Notes:

* Out-of-Scope (O/S)
** Percentages may not be exact due to rounding.

TABLE 6

WORKFORCE ANALYSIS OF PERMANENT STAFF
DISTRIBUTION OF DESIGNATED GROUP MEMBERS
December 31, 2001

Occupational Group	Total	Female		Aboriginal				Disabilities				Visible Minority			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Building and Shop Trades	184	2	1.1	0	12	12	6.5	0	2	2	1.1	0	3	3	1.6
Inspection and Regulatory	661	165	25.0	8	34	42	6.4	3	7	10	1.5	1	3	4	0.6
Finance and Revenue	401	288	71.8	17	1	18	4.5	10	4	14	3.5	7	8	15	3.7
Program Consultation	790	404	51.1	34	20	54	6.8	18	18	36	4.6	10	16	26	3.3
Science and Technology	777	280	36.0	7	20	27	3.5	7	19	26	3.3	10	23	33	4.2
Instructional	113	37	32.7	1	2	3	2.7	3	0	3	2.7	1	3	4	3.5
General Operations	1624	225	13.9	30	274	304	18.7	5	10	15	0.9	3	19	22	1.4
Program Support	1909	1770	92.7	154	7	161	8.4	82	18	100	5.2	42	8	50	2.6
Human Services	2514	1256	50.0	224	193	417	16.6	22	32	54	2.1	22	56	78	3.1
Management Support Group	174	172	98.9	10	1	11	6.3	6	0	6	3.4	3	0	3	1.7
M & P Levels 1 - 6	508	194	38.2	10	12	22	4.3	8	8	16	3.1	6	8	14	2.8
M & P Levels 7 - 12 and SE	790	240	30.4	8	10	18	2.3	10	16	26	3.3	1	13	14	1.8
Other Out-of-Scope	15	3	20.0	0	0	0	0.0	0	1	1	6.7	0	2	2	13.3
CUPE	375	285	76.0	15	0	15	4.0	7	7	14	3.7	8	9	17	4.5
In-Scope No Occupational Group*	472	205	43.4	9	5	14	3.0	9	9	18	3.8	7	20	27	5.7
Total	**11307**	**5526**	**48.9**	**527**	**591**	**1118**	**9.9**	**190**	**151**	**341**	**3.0**	**121**	**191**	**312**	**2.8**

Notes:
* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.
1. Totals and percentages are calculated across occupational groups. Percentages may not be exact due to rounding.
2. Jobs are being counted, not individuals. Includes all active employees and labour service employees on lay-off.
3. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
4. Excludes non-PSC appointments.

TABLE 7

WORKFORCE ANALYSIS OF PERMANENT FULL-TIME STAFF
DISTRIBUTION OF DESIGNATED GROUP MEMBERS
December 31, 2001

Occupational Group	Total	Female		Aboriginal				Disabilities				Visible Minority			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Building and Shop Trades	182	2	1.1	0	12	12	6.6	0	2	2	1.1	0	3	3	1.6
Inspection and Regulatory	562	143	25.4	7	31	38	6.8	3	7	10	1.8	1	3	4	0.7
Finance and Revenue	388	278	71.6	16	1	17	4.4	10	4	14	3.6	7	8	15	3.9
Program Consultation	739	360	48.7	27	17	44	6.0	16	18	34	4.6	9	14	23	3.1
Science and Technology	729	246	33.7	7	19	26	3.6	6	16	22	3.0	10	19	29	4.0
Instructional	48	24	50.0	1	2	3	6.3	1	0	1	2.1	1	2	3	6.3
General Operations	1529	169	11.1	20	272	292	19.1	4	10	14	0.9	1	17	18	1.2
Program Support	1502	1371	91.3	120	6	126	8.4	70	17	87	5.8	31	6	37	2.5
Human Services	1277	659	51.6	157	98	255	20.0	21	24	45	3.5	9	22	31	2.4
Management Support Group	175	173	98.9	10	1	11	6.3	6	0	6	3.4	3	0	3	1.7
M & P Levels 1 - 6	504	191	37.9	10	12	22	4.4	7	8	15	3.0	6	8	14	2.8
M & P Levels 7 - 12 + SE	791	240	30.3	8	10	18	2.3	10	16	26	3.3	1	13	14	1.8
Other Out-of-Scope	15	3	20.0	0	0	0	0.0	0	1	1	6.7	0	2	2	13.3
CUPE	375	285	76.0	15	0	15	4.0	7	7	14	3.7	8	9	17	4.5
In-Scope No Occupational Group*	470	204	43.4	9	5	14	3.0	8	8	16	3.4	7	20	27	5.7
Total	**9286**	**4348**	**46.8**	**407**	**486**	**893**	**9.6**	**169**	**138**	**307**	**3.3**	**94**	**146**	**240**	**2.6**

Notes:

* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.

1. Totals and percentages are calculated across occupational groups. Percentages may not be exact due to rounding.
2. Jobs are being counted, not individuals. Includes all active employees and labour service employees on lay-off.
3. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
4. Excludes non-PSC appointments.

TABLE 8

WORKFORCE ANALYSIS OF PERMANENT PART-TIME STAFF
DISTRIBUTION OF DESIGNATED GROUP MEMBERS
December 31, 2001

Occupational Group	Total	Female		Aboriginal				Disabilities				Visible Minority			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Building and Shop Trades	2	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
Inspection and Regulatory	99	22	22.2	1	3	4	4.0	0	0	0	0.0	0	0	0.0	0.0
Finance and Revenue	14	11	78.6	1	0	1	7.1	0	0	0	0.0	0	0	0.0	0.0
Program Consultation	52	44	84.6	7	3	10	19.2	2	0	2	3.8	1	2	3	5.8
Science and Technology	47	33	70.2	0	1	1	2.1	1	3	4	8.5	0	4	4	8.5
Instructional	68	15	22.1	0	1	1	1.5	2	0	2	2.9	0	1	1	1.5
General Operations	97	58	59.8	10	2	12	12.4	1	0	1	1.0	2	0	2	2.1
Program Support	411	402	97.8	34	1	35	8.5	12	2	14	3.4	11	2	13	3.2
Human Services	1254	616	49.1	70	94	164	13.1	1	8	9	0.7	13	31	44	3.5
Management Support Group	1	1	100.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
M & P Levels 1 - 6	3	3	100.0	0	0	0	0.0	1	0	1	33.3	0	0	0	0.0
M & P Levels 7 - 12 + SE	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
Other Out-of-Scope	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
CUPE	0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
In-Scope No Occupational Group*	2	1	50.0	0	0	0	0.0	1	1	2	100.0	0	0	0	0.0
Total	**2050**	**1206**	**58.8**	**123**	**105**	**228**	**11.1**	**21**	**14**	**35**	**1.7**	**27**	**40**	**67**	**3.3**

Notes:

* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.
1. Totals and percentages are calculated across occupational groups. Percentages may not be exact due to rounding.
2. Jobs are being counted, not individuals. Includes all active employees and labour service employees on lay-off.
3. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
4. Excludes non-PSC appointments.

TABLE 9

WORKFORCE ANALYSIS OF NON-PERMANENT STAFF
DISTRIBUTION OF DESIGNATED GROUP MEMBERS
December 31, 2001

Occupational Group	Total	Female		Aboriginal				Disabilities				Visible Minority			
		Total	%	F	M	T	%	F	M	T	%	F	M	T	%
Building and Shop Trades	13	0	0.0	0	2	2	15.4	0	0	0	0.0	0	0	0	0.0
Inspection and Regulatory	14	6	42.9	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
Finance and Revenue	47	36	76.6	6	0	6	12.8	0	2	2	4.3	2	0	2	4.3
Program Consultation	139	96	69.1	12	2	14	10.1	4	3	7	5.0	5	0	5	3.6
Science and Technology	214	112	52.3	5	3	8	3.7	4	1	5	2.3	7	9	16	7.5
Instructional	18	9	50.0	2	0	2	11.1	0	0	0	0.0	0	0	0	0.0
General Operations	57	13	22.8	0	4	4	7.0	0	0	0	0.0	0	2	2	3.5
Program Support	701	632	90.2	48	4	52	7.4	12	3	15	2.1	17	4	21	3.0
Human Services	446	309	69.3	39	23	62	13.9	6	3	9	2.0	5	4	9	2.0
Management Support Group	32	29	90.6	4	0	4	12.5	1	0	1	3.1	0	0	0	0.0
M & P Levels 1 - 6	57	34	59.6	10	4	14	24.6	3	0	3	0.9	7	2	9	2.8
M & P Levels 7 - 12 + SE	18	9	50.0	2	1	3	16.7	1	1	2	11.1	0	0	0	0.0
Other Out-of-Scope	2	2	100.0	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
CUPE	318	256	80.5	19	2	21	6.6	3	0	3	0.9	7	2	9	2.8
In-Scope No Occupational Group*	22	13	59.1	0	1	1	4.5	1	0	1	4.5	0	0	0	0.0
Total	**2098**	**1556**	**74.2**	**147**	**46**	**193**	**9.2**	**35**	**13**	**48**	**2.3**	**44**	**21**	**65**	**3.1**

Notes:

* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.

1. Totals and percentages are calculated across occupational groups. Percentages may not be exact due to rounding.
2. Jobs are being counted, not individuals. Includes all active employees and labour service employees on lay-off.
3. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
4. Excludes non-PSC appointments.

TABLE 10

PROMOTION AND RECLASSIFICATION OF PERMANENT EMPLOYEES
JANUARY 1, 2001 to DECEMBER 31, 2001

Occupational Group	Total Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	3	33.3	0	0.0	0	1	33.3	0	0	0.0	0	1	33.3
Inspection and Regulatory	12	33.3	4	33.3	0	0	0.0	0	0	0.0	1	0	8.3
Finance and Revenue	23	69.6	16	69.6	2	0	8.7	0	0	0.0	0	0	0.0
Program Consultation	30	70.0	18	60.0	2	2	13.3	0	0	0.0	0	1	3.3
Science and Technology	48	41.7	16	33.3	1	2	6.3	0	0	0.0	1	2	6.3
Instructional	11	18.2	2	18.2	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	53	22.6	1	1.9	0	10	18.9	2	1	3.6	0	3	5.7
Program Support	84	96.4	80	95.2	12	0	14.3	1	1	2.7	3	0	3.6
Human Services	73	68.5	40	54.8	4	8	16.4	0	0	0.0	2	1	4.1
Management Support Group	8	100.0	8	100.0	0	0	0.0	1	1	4.7	0	0	0.0
M & P 1-6	43	65.1	26	60.5	0	0	0.0	0	0	0.0	1	1	4.7
M & P 7-12 and SE	75	40.0	26	34.7	1	1	2.7	0	0	0.0	0	3	4.0
Other Out-of-Scope	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	6	50.0	3	50.0	0	0	0.0	0	0	0.0	0	0	0.0
In-Scope No Occupational Group*	10	90.0	9	90.0	1	0	10.0	0	0	0.0	0	0	0.0
Total	**480**	**59.6**	**250**	**52.1**	**23**	**24**	**9.8**	**4**	**3**	**1.5**	**8**	**12**	**4.2**

Notes:

1. Reports statistics on employment equity employees who have been promoted or reclassified from January 1, 2001 to December 31, 2001. The job must have a salary record with a salary reason code of "03 Promotion" or "40-Reclassification not red-circled."
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category. Percentages may not be exact due to rounding.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and Aboriginal columns and percentages but once only in the "total promotions/reclassification column" and "% equity candidates column."
5. Jobs are being counted, not individuals.
6. Includes all active employees and labour service employees on lay-off.
7. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
8. Excludes non-PSC appointments.

TABLE 11

PROMOTION AND RECLASSIFICATION OF PERMANENT FULL-TIME EMPLOYEES
JANUARY 1, 2001 to DECEMBER 31, 2001

Occupational Group	Total Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	4	25.0	0	0.0	0	1	25.0	0	0	0.0	0	1	25.0
Inspection and Regulatory	11	27.3	3	27.3	0	0	0.0	0	0	0.0	1	0	9.1
Finance and Revenue	21	66.7	14	66.7	2	0	9.5	0	0	0.0	0	0	0.0
Program Consultation	28	53.6	15	53.6	2	2	14.3	0	0	0.0	0	1	3.6
Science and Technology	47	31.9	15	31.9	1	2	6.4	0	0	0.0	1	1	4.3
Instructional	3	33.3	1	33.3	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	53	22.6	1	1.9	0	10	18.9	0	0	0.0	0	3	5.7
Program Support	69	97.1	67	97.1	12	0	17.4	2	0	2.9	3	0	4.3
Human Services	52	75.0	30	57.7	5	8	25.0	1	1	3.8	1	0	1.9
Management Support Group	8	100.0	8	100.0	0	0	0.0	0	0	0.0	0	0	0.0
M & P 1-6	52	57.7	27	51.9	0	1	1.9	1	1	3.8	1	1	3.8
M & P 7-12 and SE	78	41.0	28	35.9	1	1	2.6	0	0	0.0	0	3	3.8
Other Out-of-Scope	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	6	50.0	3	50.0	0	0	0.0	0	0	0.0	0	0	0.0
In-Scope No Occupational Group*	10	90.0	9	90.0	1	0	10.0	0	0	0.0	0	0	0.0
Total	**446**	**57.8**	**222**	**49.8**	**24**	**25**	**11.0**	**4**	**2**	**1.3**	**7**	**12**	**4.3**

Notes:

1. Reports statistics on employment equity employees who have been promoted or reclassified from January 1, 2001 to December 31, 2001. The job must have a salary record with a salary reason code of "03 Promotion" or "40-Reclassification not red-circled."
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category. Percentages may not be exact due to rounding.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and Aboriginal columns and percentages but once only in the "total promotions/reclassification column" and "% equity candidates column."
5. Jobs are being counted, not individuals.
6. Includes all active employees and labour service employees on lay-off.
7. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
8. Excludes non-PSC appointments.

TABLE 12

PROMOTION AND RECLASSIFICATION OF PERMANENT PART-TIME EMPLOYEES
JANUARY 1, 2001 to DECEMBER 31, 2001

Occupational Group	Total Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Inspection and Regulatory	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Finance and Revenue	2	100.0	2	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Program Consultation	3	100.0	3	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Science and Technology	2	100.0	1	50.0	0	0	0.0	0	0	0.0	0	1	50.0
Instructional	9	22.2	2	22.2	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Program Support	18	94.4	16	88.9	0	0	0.0	0	1	5.6	0	0	0.0
Human Services	22	54.5	11	50.0	0	0	0.0	0	0	0.0	1	1	9.1
Management Support Group	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
M & P 1-6	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
M & P 7-12 and SE	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Other Out-of-Scope	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
In-Scope No Occupational Group*	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Total	**58**	**69.0**	**37**	**63.8**	**0**	**0**	**0.0**	**0**	**1**	**1.7**	**1**	**2**	**5.2**

Notes:

1. Reports statistics on employment equity employees who have been promoted or reclassified from January 1, 2001 to December 31, 2001. The job must have a salary record with a salary reason code of "03 Promotion" or "40-Reclassification not red-circled."
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category. Percentages may not be exact due to rounding.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and Aboriginal columns and percentages but once only in the "total promotions/reclassification column" and "% equity candidates column."
5. Jobs are being counted, not individuals.
6. Includes all active employees and labour service employees on lay-off.
7. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
8. Excludes non-PSC appointments.

TABLE 13

TEMPORARY PROMOTION AND RECLASSIFICATION OF PERMANENT EMPLOYEES
JANUARY 1, 2001 to DECEMBER 31, 2001

Occupational Group	Total Temporary Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	7	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Inspection and Regulatory	6	100.0	6	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Finance and Revenue	17	82.4	13	76.5	3	1	23.5	0	0	0.0	0	0	0.0
Program Consultation	16	37.5	6	37.5	0	0	0.0	0	0	0.0	1	0	6.3
Science and Technology	36	44.4	16	44.4	1	0	2.8	0	0	0.0	0	0	0.0
Instructional	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	31	22.6	2	6.5	1	5	19.4	0	0	0.0	0	0	0.0
Program Support	38	97.4	37	97.4	1	0	2.6	1	0	2.6	2	0	5.3
Human Services	30	63.3	14	46.7	1	2	10.0	1	2	10.0	0	1	3.3
Management Support Group	8	100.0	8	100.0	1	0	12.5	1	0	12.5	0	0	0.0
M & P 1-6	29	44.8	11	37.9	1	0	3.4	0	2	6.9	0	0	0.0
M & P 7-12 and SE	53	37.7	15	28.3	0	3	5.7	0	1	1.9	1	1	3.8
Other Out-of-Scope	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	9	66.7	6	66.7	0	0	0.0	0	0	0.0	0	0	0.0
In-Scope No Occupational Group*	18	22.2	4	22.2	2	0	11.1	0	0	0.0	0	0	0.0
Total	**298**	**52.3**	**138**	**46.3**	**11**	**11**	**7.4**	**3**	**5**	**2.7**	**4**	**2**	**2.0**

Notes:

* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.

1. Reports statistics on employment equity employees who have been temporarily promoted or reclassified from January 1, 2001 to December 31, 2001. The job must have a salary record with a salary reason code of "41 – Temporary reclassification".
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category. Percentages may not be exact due to rounding.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and
5. Aboriginal columns and percentages but once only in the "total temporary promotions/reclassification column" and "% equity candidates column."
6. Jobs are being counted, not individuals.
7. Includes all active employees and labour service employees on lay-off.
8. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
9. Excludes non-PSC appointments.

TABLE 14

TEMPORARY PROMOTION AND RECLASSIFICATION OF PERMANENT FULL-TIME EMPLOYEES
JANUARY 1, 2001 to DECEMBER 31, 2001

Occupational Group	Total Temporary Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	7	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Inspection and Regulatory	5	100.0	5	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Finance and Revenue	19	73.7	13	68.4	3	1	21.1	0	0	0.0	0	0	0.0
Program Consultation	19	47.4	8	42.1	1	0	5.3	0	0	0.0	1	1	10.5
Science and Technology	34	41.2	14	41.2	1	0	2.9	0	0	0.0	0	0	0.0
Instructional	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	32	21.9	2	6.3	1	5	18.8	0	0	0.0	0	0	0.0
Program Support	41	92.7	37	90.2	1	0	2.4	2	1	7.3	1	0	2.4
Human Services	44	56.8	19	43.2	2	2	9.1	1	3	9.1	2	1	6.8
Management Support Group	9	100.0	9	100.0	1	0	11.1	1	0	11.1	0	0	0.0
M & P 1-6	32	43.8	12	37.5	1	0	3.1	0	2	6.3	0	0	0.0
M & P 7-12 and SE	71	43.7	25	35.2	0	4	5.6	0	1	1.4	1	1	2.8
Other Out-of-Scope	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	8	62.5	5	62.5	0	0	0.0	0	0	0.0	0	0	0.0
In-Scope No Occupational Group*	16	18.8	3	18.8	2	0	12.5	0	0	0.0	0	0	0.0
Total	**337**	**51.6**	**152**	**45.1**	**13**	**12**	**7.4**	**4**	**7**	**3.3**	**5**	**3**	**2.4**

Notes:

* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.

1. Reports statistics on employment equity employees who have been temporarily promoted or reclassified from January 1, 2001 to December 31, 2001. The job must have a salary record with a salary reason code of "41 – Temporary reclassification".
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category. Percentages may not be exact due to rounding.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and
5. Aboriginal columns and percentages but once only in the "total temporary promotions/reclassification column" and "% equity candidates column."
6. Jobs are being counted, not individuals.
7. Includes all active employees and labour service employees on lay-off.
8. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
9. Excludes non-PSC appointments.

TABLE 15

TEMPORARY PROMOTION AND RECLASSIFICATION OF PERMANENT PART-TIME EMPLOYEES
JANUARY 1, 2001 to DECEMBER 31, 2001

Occupational Group	Total Temporary Promotions/ Reclassifications	% Equity Candidates	Female		Aboriginal			Disabilities			Visible Minority		
			Number	%	F	M	%	F	M	%	F	M	%
Building and Shop Trades	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Inspection and Regulatory	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Finance and Revenue	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Program Consultation	1	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Science and Technology	2	100.0	2	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Instructional	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
General Operations	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Program Support	8	100.0	8	100.0	0	0	0.0	0	0	0.0	1	0	12.5
Human Services	2	50.0	1	50.0	0	0	0.0	0	0	0.0	0	0	0.0
Management Support Group	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
M & P 1-6	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
M & P 7-12 and SE	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
Other Out-of-Scope	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
CUPE	0	0.0	0	0.0	0	0	0.0	0	0	0.0	0	0	0.0
In-Scope No Occupational Group*	1	100.0	1	100.0	0	0	0.0	0	0	0.0	0	0	0.0
Total	**17**	**88.2**	**15**	**88.2**	**0**	**0**	**0.0**	**0**	**0**	**0.0**	**1**	**0**	**5.9**

Notes:

* Due to the Scope Review (moving out of scope positions to in scope) process which is to be implemented March 1, 2002.

1. Reports statistics on employment equity employees who have been temporarily promoted or reclassified from January 1, 2001 to December 31, 2001. The job must have a salary record with a salary reason code of "41 – Temporary reclassification".
2. Counts are for permanent jobs only and each occurrence of a promotion is counted.
3. Percentage represents the equity group across the total promotions and reclassifications in that category. Percentages may not be exact due to rounding.
4. The candidates are counted only once in the percent equity candidates column. For example, if a female is also Aboriginal, she would be included in both the female and
5. Aboriginal columns and percentages but once only in the "total temporary promotions/reclassification column" and "% equity candidates column."
6. Jobs are being counted, not individuals.
7. Includes all active employees and labour service employees on lay-off.
8. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
9. Excludes non-PSC appointments.

TABLE 16

TURNOVER OF PERMANENT POSITIONS
JANUARY 1, 2001 to DECEMBER 31, 2001

	Total Turnover	Female		Aboriginal				Disabilities				Visible Minority			
		Number	%	F	M	T	%	F	M	T	%	F	M	T	%
Retirement	153	14	9.2	5	6	11	7.2	2	3	5	3.3	1	1	2	1.3
Resignation	327	79	24.2	27	19	46	14.1	2	2	4	1.2	4	2	6	1.8
Lay-off	30	7	23.3	6	1	7	23.3	0	0	0	0.0	0	1	1	3.3
Termination for Cause	33	5	15.2	1	6	7	21.2	1	1	2	6.1	1	1	2	6.1
Other	137	30	21.9	8	6	14	10.2	4	2	6	4.4	2	6	8	5.8
Total	**680**	**135**	**19.9**	**47**	**38**	**85**	**12.5**	**9**	**8**	**17**	**2.5**	**8**	**11**	**19**	**2.8**

Notes:

1. Reports statistics on turnovers for permanent jobs from January 1, 2001 to December 31, 2001.
2. Other includes a number of other separation codes, for example, "66 – completion of definite leave", "68 – start of indefinite leave", etc.
3. Percentage represents the turnovers in the equity group compared to total turnovers in that category. Percentages may not be exact due to rounding.
4. Jobs are being counted, not individuals
5. Includes all active employees and labour service employees on lay-off.
6. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
7. Excludes non-PSC appointments.

TABLE 17

TURNOVER OF PERMANENT FULL-TIME POSITIONS
JANUARY 1, 2001 to DECEMBER 31, 2001

	Total Turnover	Female		Aboriginal				Disabilities				Visible Minority			
		Number	%	F	M	T	%	F	M	T	%	F	M	T	%
Retirement	146	14	9.6	5	6	11	7.5	2	3	5	3.4	1	1	2	1.4
Resignation	223	39	17.5	16	17	33	14.8	2	1	3	1.3	3	2	5	2.2
Lay-off	17	7	41.2	5	0	5	29.4	0	0	0	0.0	0	0	0	0.0
Termination for Cause	23	4	17.4	1	6	7	30.4	1	1	2	8.7	1	1	2	8.7
Other	87	13	14.9	6	2	8	9.2	3	2	5	5.7	2	2	4	4.6
Total	**496**	**77**	**15.5**	**33**	**31**	**64**	**12.9**	**8**	**7**	**15**	**3.0**	**7**	**6**	**13**	**2.6**

Notes:

1. Reports statistics on turnovers for permanent jobs from January 1, 2001 to December 31, 2001.
2. Other includes a number of other separation codes, for example, "66 – completion of definite leave", "68 – start of indefinite leave", etc.
3. Percentage represents the turnovers in the equity group compared to total turnovers in that category. Percentages may not be exact due to rounding.
4. Jobs are being counted, not individuals
5. Includes all active employees and labour service employees on lay-off.
6. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
7. Excludes non-PSC appointments.

TABLE 18

TURNOVER OF PERMANENT PART-TIME POSITIONS
JANUARY 1, 2001 to DECEMBER 31, 2001

	Total Turnover	Female		Aboriginal				Disabilities				Visible Minority			
		Number	%	F	M	T	%	F	M	T	%	F	M	T	%
Retirement	13	1	7.7	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
Resignation	129	50	38.8	12	3	15	11.6	1	1	2	1.6	1	0	1	0.8
Lay-off	14	1	7.1	2	1	3	21.4	0	0	0	0.0	0	1	1	7.1
Termination for Cause	12	1	8.3	0	0	0	0.0	0	0	0	0.0	0	0	0	0.0
Other	59	19	32.2	5	5	10	16.9	1	0	1	1.7	0	4	4	6.8
Total	**227**	**72**	**31.7**	**19**	**9**	**28**	**12.3**	**2**	**1**	**3**	**1.3**	**1**	**5**	**6**	**2.6**

Notes:

1. Reports statistics on turnovers for permanent jobs from January 1, 2001 to December 31, 2001.
2. Other includes a number of other separation codes, for example, "66 – completion of definite leave", "68 – start of indefinite leave", etc.
3. Percentage represents the turnovers in the equity group compared to total turnovers in that category. Percentages may not be exact due to rounding.
4. Jobs are being counted, not individuals
5. Includes all active employees and labour service employees on lay-off.
6. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
7. Excludes non-PSC appointments.

TABLE 19

EXTERNAL HIRES
JANUARY 1, 2001 to DECEMBER 31, 2001

Designated Group	Permanent Full-Time		Permanent Part-Time		Non-Permanent/Term		Total	
	Number	%	Number	%	Number	%	Number	%
Women in Management and SE	22	40.7	0	0.0	23	71.9	45	52.3
Total Management and SE	54		0		32		86	
Women in Management Support Group	8	100.0	0	0.0	12	85.7	20	90.9
Total Management Support Group	8		0		14		22	
Women in Underrepresented Occupations	37	25.0	94	49.2	163	35.9	294	37.1
Total Underrepresented Occupations	148		191		454		793	
Total Recruitment	321		262		1947		2530	
Persons of Aboriginal Ancestry	54	16.8	52	19.8	238	12.2	344	13.6
Persons with Disabilities	7	2.2	2	0.8	20	1.0	29	1.1
Members of Visible Minority Groups	16	5.0	9	3.4	104	5.3	129	5.1
Women	140	43.6	146	55.7	1174	60.3	1460	57.7

Notes:

1. External hires means initial appointment or after a break in service defined as 180 days. The job must have a salary record with a salary reason code of "01 – Commencement (new to government)."
2. Includes external hires for permanent, permanent part-time, term (SGEU) and non-permanent (CUPE positions).
3. Percentage represents the equity group compared to total external hires in that category, for example, out of 191 permanent part-time, underrepresented positions filled externally, 94 or 49.2% of these positions were filled with women who were external to government. Another example is 321 permanent full- time positions were filled externally, of these 54 (16.8%) were filled with external candidates of Aboriginal ancestry. Percentages may not be exact due to rounding.
4. Jobs are being counted, not individuals.
5. Excludes non-public service jobs in pay schedules: Human Rights Commission, Ministerial Assistants, Legislature, Judges and Contract Agreements.
6. Excludes non-PSC appointments.

TABLE 20

RECRUITMENT THROUGH COMPETITION
JANUARY 1, 2001 to DECEMBER 31, 2001

Designated Group	Goals	Total Recruitment		Permanent Full-time Jobs		Permanent Part-time Jobs		Non Perm/Term Jobs	
Total Recruitment	942	5401 jobs (4445 employees)		1230 jobs (1169 employees)		536 jobs (424 employees)		3635 jobs (2852 employees)	
Persons of Aboriginal Ancestry	403	675	12.5%	204	16.6%	75	14.0%	396	10.9%
Persons with Disabilities	89	94	1.7%	36	2.9%	3	0.6%	55	1.5%
Members of Visible Minority Groups	77	236	4.4%	43	3.5%	19	3.5%	174	4.8%
Women in Management and SE	72	132	50.8%	85	47.8%	0	0.0%	47	57.3%
Total Management and SE		260		178		0		82	
Women in Underrepresented Positions	301	528	33.8%	104	22.9%	156	47.3%	268	34.4%
Total Underrepresented Positions		1564		454		330		780	

Notes:

1. Data include recruitment for permanent and term (SGEU), non-permanent (CUPE), and out-of-scope jobs.
2. "Jobs" refer to the number of jobs filled; "employees" refer to the number of persons recruited in those jobs. Some employees were involved in two or more job placements in the same or other departments during the fiscal year.
3. Data excludes non-psc appointments.
4. The percentage represents the equity group as a proportion of total recruitment. Percentages may not be exact due to rounding.
5. SE represents senior executive.
6. The department employee totals will not equal the government total as some employees will have been recruited by more than one department.

TABLE 21

DESIGNATED GROUP REPRESENTATION IN CUPE 600 POSITIONS (DEPARTMENT OF SOCIAL SERVICES) December 31, 2001

	Jobs	Women	Aboriginal	Disabilities	Visible Minority	Women in Underrepresented Roles
Permanent	375	285 (76.0%)	15 (4.0%)	14 (3.7%)	17 (4.5%)	12 (3.2%)
Temporary	24	23 (95.8%)	1 (4.2%)	0 (0.0%)	3 (12.5%)	0 (0.0%)
Part-time	81	66 (81.5%)	6 (7.4%)	0 (0.0%)	1 (1.2%)	6 (7.4%)
Casual	211	165 (78.2%)	13 (6.2%)	3 (34.6%)	5 (2.4%)	3 (1.4%)
Total	**691**	**539 (78.0%)**	**35 (5.1%)**	**17 (2.5%)**	**26 (3.8%)**	**21 (3.0%)**

Notes:

1. Includes all active employees.
2. Percentage represents the equity group compared to the total jobs in that job type (permanent, temporary, part-time, and casual). A designated group employee may have more than one job (part-time/casual) or an employee may belong to more than one designated group, therefore the percentage may exceed 100%.
3. Jobs are being counted, not individuals.

TABLE 22

COMPETITION RESULTS FROM DESIGNATED AND SIMULTANEOUS POSTINGS BY EQUITY GROUP JANUARY 1, 2001 to DECEMBER 31, 2001

Equity Group Recruited	Designated Positions	Simultaneous Postings	Total
Aboriginal	44	66	110
Visible Minority	5	11	16
Disabled	7	11	18
Women in Underrepresented Roles	2	11	13
Women in Management	3	2	5
Non-Equity Candidates	0	142	142
Total	**61**	**243**	**304**

Notes:

1. Table indicates only positions advertised. It does not include positions filled by bumping, re-employment, lateral transfers, orders-in-council, contracts or labour service.
2. Data are based on candidates voluntarily self-identifying in writing at time of application.

Source: Human Resource Development Division, Public Service Commission

TABLE 23

EMPLOYMENT EQUITY INVENTORIES
1993-2001

	Resumes Received				Referrals		
Total Resumes	**Aboriginal**	**Disabilities**	**Visible Minority**	**Job Orders**	**Executive Government**	**Crown Corporations**	**Other**
Total 1993/94	961	N/A	0	200	557	100	139
Total 1994/95	420	N/A	113	311	394	110	47
Total 1995/96	313	207	99	221	130	53	36
Total 1996/97	227	69	58	161	219	19	17
Total 1997/98	191	72	74	145	217	24	20
Total 1998/99	172	54	79	165	110	8	69
Total 1999/00	144	36	94	189	178	47	86
Total 2000	151	40	78	221	166	8	193
Total 2001	84	29	37	123	81	1	55

Notes:
1. N/A: The inventory for people with disabilities was transferred to the PSC from the Disabilities Directorate in 1995. The visible minority category was not added to the employment equity program until 1994.

2. It is not possible to enumerate the number of successful placements made, as employers do not confirm their final staffing selections with PSC.

Source: Human Resource Development Division, Public Service Commission

TABLE 24

SUMMER STUDENT PROGRAM
MAY 1, 2001 to AUGUST 31, 2001

Designated Group	Applications	Students Hired	Students Hired/ Applications
Persons of Aboriginal Ancestry	384	65	17.0%
Members of Visible Minority Groups	231	36	15.6%
Persons with Disabilities	76	12	15.8%
Women in Underrepresented Occupations	366	54	14.8%
Non Designated Group	3926	418	10.6%
Total	**4983**	**535**	**10.7%**

Notes:

1. Figures are based on voluntary self-identification.
2. In addition to the 54 women hired in underrepresented summer student positions, 254 were hired into traditional jobs.
3. Some students are double-counted as they belong to more than one designated group.

Source: Human Resource Development Division, Public Service Commission

TABLE 25

SUMMER STUDENT PROGRAM
MAY 1, 2001 to AUGUST 31, 2001

Employment Equity Students Hired	167
Total Students Hired	535
Percentage of Employment Equity Students Hired	31.2%

Source: Human Resource Development Division, Public Service Commission

TABLE 26

CENTENNIAL STUDENT EMPLOYMENT PROGRAM
MAY 1, 2001 to DECEMBER 31, 2001

Designated Group	Applications	Students Hired	Students Hired/ Applications
Persons of Aboriginal Ancestry	123	28	22.8%
Members of Visible Minority Groups	70	17	24.3%
Persons with Disabilities	22	6	27.3%
Women in Underrepresented Occupations	542	14	2.6%
Non Designated Group	247	219	88.7%
Total	**1031**	**284**	**27.5%**

Notes:

1. Figures are based on voluntary self-identification.
2. In addition to the 14 women hired in underrepresented centennial student positions, 124 were hired into traditional jobs.
3. Some students are double-counted as they belong to more than one designated group.

Source: Human Resource Development Division, Public Service Commission

TABLE 27

CENTENNIAL STUDENT EMPLOYMENT PROGRAM
MAY 1, 2001 to DECEMBER 31, 2001

Employment Equity Students Hired	65
Total Students Hired	284
Percentage of Employment Equity Students Hired	22.9%

Source: Human Resource Development Division, Public Service Commission

TABLE 28

ACCESSIBILITY RENOVATIONS
JANUARY 1, 2001 to DECEMBER 31, 2001

Region	Building	Job Description	Amount
Regina	Walter Scott Building	Elevator Upgrade	$33,773.38
Regina	Queen's Bench Court House	Elevator Installation/Door Upgrade	$32,487.52
Regina	Geological Core Lab	Washroom Accessibility	$20,000.00
Regina	Casino Regina	Various Accessibility Upgrades	$100,000.00
Regina	Sask. Legislative Building	Elevator Installation & Upgrades	$300,000.00
Regina	Saskatchewan Sound Stage	Ramp, Elevator & Operators	$225,000.00
Regina	T.C. Douglas Building	Hardware Upgrades – Lever Handles	$25,000.00
Regina	Centre of the Arts	Handrail Replacement	$5,000.00
Prince Albert	Mistasinihk Place	Front Entrance	$41,369.58
Prince Albert	Court House	Elevator Installation – design only	$16,742.40
Prince Albert	Melfort Provincial Office Building	Install Accessibility Doors	$8,414.40
Prince Albert	Pinehouse Health Centre	Chair-lift	$31,047.35
Prince Albert	LaRonge Provincial Office Building	Door Replacement – design only	$39,184.34
Prince Albert	Meadow Lake Provincial Office Building	Door Replacement	$52,368.95
Prince Albert	Cumberland Health Centre	Ramp & Automatic Doors	$38,778.10
Prince Albert	Melfort Court House	Elevator Installation – design only	$16,876.47
Prince Albert	Fire Control Office	Chair-lift & Washroom – design only	$50,000.00
Prince Albert	McIntosh Mall	Washroom Upgrade	$40,000.00
Prince Albert	Hudson Bay Blake Beattie	Door Installation & Washrooms	$40,000.00
Saskatoon	SIAST Kelsey	Power-operated Doors	$5,000.00
Saskatoon	Court House	Accessibility	$144,904.90
Saskatoon	Sturdy Stone Building	Power-operated Doors	$5,000.00
Saskatoon	E.A. Davies Building	Chair-lift	$41,000.00
South	Swift Current Court House	Elevator Installation & Ramp	$552,334.00
South	Estevan Court House	Elevator Upgrade & Ramp	$70,000.00
South	Moosomin Provincial Office Building	Accessibility	$150,000.00
South	SIAST Pailliser – Moose Jaw	Elevator Upgrade	$67,833.81
South	Yorkton Court House	Elevator Upgrade & Ramp	$495,574.75
South	Swift Current E.I. Wood Building	Base Building Upgrade	$14,061.00
Total			**$2,661,750.95**

Source: Saskatchewan Property Management Corporation

STATISTICAL TABLES

C. Data by Department

Table 1 - 2002 Employment Equity Targets
By Department

Table 2 - Employment Equity Goals and Recruitment Statistics
By Department
January 1 2001 – December 31, 2001

Table 3 - Permanent and Non-Permanent Hires
By Department
January 1 2001 – December 31, 2001

Table 4(A) - Employment Equity Workforce Analysis By Department
December 31, 2001

Table 4(B) - Employment Equity Workforce Analysis By Department
December 31, 2001

TABLE 1
2002 EMPLOYMENT EQUITY TARGETS
BY DEPARTMENT

Department	Women in Management	Women in Under-represented Occupations	Persons of Aboriginal Ancestry	Persons of Disabilities	Members of Visible Minority Groups	Total
Agriculture and Food	3	10	8	4	5	30
Apprenticeship and Trade Certification Commission	0	2	0	0	0	2
Culture, Youth and Recreation	2	1	4	1	4	12
Economic and Co-operative Development	1	1	9	4	3	18
Education	0	2	11	5	7	20
Energy and Mines	2	3	2	2	2	11
Environment and Resource Management	5	50	153	20	9	237
Executive Council	1	0	1	1	1	4
Finance	4	3	5	5	4	21
Health	6	5	15	12	9	47
Highways and Transportation	26	101	101	26	34	288
Intergovernmental and Aboriginal Affairs	2	0	3	1	2	8
Justice and Attorney General	5	68	47	12	11	143
Labour	1	1	2	1	1	6
Milk Control Board	0	0	0	0	0	0
Municipal Affairs and Housing	1	8	6	5	1	21
Northern Affairs	1	1	3	0	0	5
Office of the Ombudsman and Children's Advocate	0	0	1	0.2	0	1.2
Post Secondary Education and Skills Training	0	10	16	5	5	36
Prairie Diagnostic Services	1	0	1	1	1	4
Public Service Commission	0	0	1	2	1	4
Saskatchewan Archives	0	0	0	0	0	0
Rural Revitalization Office	0	0	0	0	0	0
Saskatchewan Municipal	1	0	1	1	0	3
Social Services	5	80	95	10	10	200
Women's Secretariat	2	0	1	1	0	4
Total	**69**	**346**	**486**	**119.2**	**110**	**1125.2**

TABLE 2
EMPLOYMENT EQUITY GOALS AND RECRUITMENT STATISTICS
BY DEPARTMENT
January 1, 2001 – December 31, 2001

Department	Goals	Actual Hires January 1, 2001 – December 31, 2001		
		Permanent	Non-Permanent	Total
Agriculture and Food	30	19	29	48
Apprenticeship and Trade Certification Commission	0	11	1	12
Culture, Youth and Recreation	0	3	4	7
Economic and Co-operative Development	18	6	12	18
Education	20	12	42	54
Energy and Mines	8	12	16	28
Environment and Resource Management	248	107	126	233
Executive Council	4	1	0	1
Finance	24	14	19	33
Health	62	11	26	37
Highways and Transportation	172	26	115	141
Intergovernmental and Aboriginal Affairs	13	3	13	16
Information Services Corporation	0	0	0	0
Justice and Attorney General	89	126	31	157
Labour	7	8	10	18
Milk Control Board	0	0	0	0
Municipal Affairs and Housing	16	16	16	32
Northern Affairs	5	12	11	23
Office of the Ombudsman and Children's Advocate	3	6	10	16
Post Secondary Education and Skills Training	24	32	33	65
Prairie Diagnostics Services	0	1	2	3
Public Service Commission	7	12	44	56
Rural Revitalization Office	0	2	0	2
Saskatchewan Archives Board	0	0	0	0
Saskatchewan Municipal Board	4	2	0	2
Social Services	185	109	98	207
Women's Secretariat	3	0	0	0
Total	**942**	**551**	**658**	**1209**

Note:

1. The department employee totals will not equal the government total as some employees will have been recruited by more than one department.

TABLE 3
PERMANENT AND NON-PERMANENT HIRES
BY DEPARTMENT
January 1, 2001 - December 31, 2001

Department	Permanent			Non-Permanent		
	Total Hires	Designated Group Hires	%	Total Hires	Designated Group Hires	%
Agriculture and Food	70	21	30.0	157	28	17.8
Apprenticeship and Trade Certification Commission	11	11	100.0	10	1	10.0
Culture, Youth and Recreation	5	4	80.0	15	4	26.7
Economic and Co-operative Development	21	9	42.9	61	18	29.5
Education	38	12	31.6	109	29	26.6
Energy and Mines	22	8	36.4	84	19	22.6
Environment and Resource Management	325	127	39.1	557	154	27.6
Executive Council and Chief Electoral Office	21	6	28.6	6	2	33.3
Finance	53	16	30.2	106	26	24.5
Health	63	17	27.0	136	27	19.9
Highways and Transportation	197	68	34.5	542	182	33.6
Intergovernmental and Aboriginal Affairs	22	8	36.4	27	14	51.9
Information Services Corporation	1	0	0.0	284	18	6.3
Justice	225	114	50.7	304	39	12.8
Labour	19	4	21.1	40	8	20.0
Milk Control Board	0	0	0.0	0	0	0.0
Municipal Affairs and Housing	55	23	41.8	93	27	29.0
Northern Affairs	8	3	37.5	12	11	91.7
Office of the Ombudsman and Children's Advocate	3	4	100.0	14	10	71.4
Post Secondary Education and Skills Training	72	35	48.6	122	35	28.7
Prairie Diagnostics Services	5	1	20.0	17	1	5.9
Public Service Commission	17	11	64.7	49	44	89.8
Rural Revitalization Office	4	2	50.0	6	0	0.0
Saskatchewan Archives Board	2	0	0.0	25	1	4.0
Saskatchewan Municipal Board	4	2	50.0	1	0	0.0
Social Services	564	238	42.2	981	262	26.7
Women's Secretariat	0	0	0.0	0	0	0.0
Total	**1827**	**744**	**40.7**	**3758**	**960**	**25.5**

Note:

1. The department employee totals will not equal the government total as some employees will have been recruited by more than one department.

TABLE 4 (A)
EMPLOYMENT EQUITY WORKFORCE ANALYSIS BY DEPARTMENT
December 31, 2001

Department	Total Employees	Persons of Aboriginal Ancestry	Persons with Disabilities	Members of Visible Minority Groups
Agriculture and Food	772	28 (3.6%)	13 (1.7%)	14 (1.8%)
Apprenticeship and Trade Certification Commission	39	5 (12.8%)	4 (10.3%)	1 (2.6%)
Culture, Youth and Recreation	26	3 (11.5%)	2 (7.7%)	0 (0.0%)
Economic and Co-operative Development	168	12 (7.1%)	3 (1.8%)	7 (4.2%)
Education	281	9 (3.2%)	8 (2.8%)	13 (4.6%)
Energy and Mines	241	10 (4.1%)	8 (3.3%)	14 (5.8%)
Environment and Resource Management	1915	329 (17.2%)	37 (1.9%)	36 (1.9%)
Executive Council and Chief Electoral Office	80	2 (2.5%)	3 (3.8%)	2 (2.5%)
Finance	433	12 (2.8%)	14 (3.2%)	19 (4.4%)
Health	643	6 (0.9%)	23 (3.6%)	22 (3.4%)
Highways and Transportation	1485	88 (5.9%)	27 (1.8%)	26 (1.8%)
Intergovernmental and Aboriginal Affairs	91	19 (20.9%)	7 (7.7%)	1 (1.1%)
Information Services Corporation	323	11 (3.4%)	9 (2.8%)	7 (2.2%)
Justice and Attorney General	2026	209 (10.3%)	46 (2.3%)	38 (1.9%)
Labour	168	14 (8.3%)	20 (11.9%)	7 (4.2%)
Milk Control Board	5	0 (0.0%)	0 (0.0%)	0 (0.0%)
Municipal Affairs, Culture Housing	381	29 (7.6%)	13 (3.4%)	21 (5.5%)
Northern Affairs	28	12 (42.9%)	1 (3.6%)	2 (7.1%)
Office of the Ombudsman and Children's Advocate	39	4 (10.3%)	3 (7.7%)	1 (2.6%)
Post Secondary Education and Skills Training	445	40 (9.0%)	36 (8.1%)	19 (4.3%)
Prairie Diagnostics Services	59	0 (0.0%)	3 (5.1%)	6 (10.2%)
Public Service Commission	132	21 (15.9%)	7 (5.3%)	4 (3.0%)
Rural Revitalization Office	6	0 (0.0%)	0 (0.0%)	0 (0.0%)
Saskatchewan Archives Board	49	0 (0.0%)	0 (0.0%)	1 (2.0%)
Saskatchewan Municipal Board	13	1 (7.7%)	2 (15.4%)	0 (0.0%)
Social Services	3528	444 (12.6%)	100 (2.8%)	111 (3.1%)
Women's Secretariat	10	1 (10.0%)	1 (10.0%)	1 (10.0%)
Total	**13386**	**1309 (9.8%)**	**390 (2.9%)**	**373 (2.8%)**

Notes:

1. Percentages are expressed in brackets.
2. Percentages may not be exact due to rounding.

TABLE 4 (B)
EMPLOYMENT EQUITY WORKFORCE ANALYSIS BY DEPARTMENT
December 31, 2001

Department	Total Management Positions	Women in Management	Total Under-represented Occupations	Women in Under-represented Occupations
Agriculture and Food	65	19 (29.2%)	386	47 (12.2%)
Apprenticeship and Trade Certification Commission	1	0 (0.0%)	11	0 (0.0%)
Culture, Youth and Recreation	2	1 (50.0%)	11	2 (18.2%)
Economic and Co-operative Development	36	10 (27.8%)	13	5 (38.5%)
Education	38	20 (52.6%)	26	7 (26.9%)
Energy and Mines	71	12 (16.9%)	33	4 (12.1%)
Environment and Resource Management	124	22 (17.7%)	869	74 (8.5%)
Executive Council and Chief Electoral Office	60	24 (40.0%)	0	0 (0.0%)
Finance	104	41 (39.4%)	153	12 (7.8%)
Health	72	30 (41.7%)	58	20 (34.5%)
Highways and Transportation	149	17 (11.4%)	1116	73 (6.5%)
Intergovernmental and Aboriginal Affairs	29	15 (51.7%)	7	4 (57.1%)
Information Services Corporation	11	3 (27.3%)	11	4 (36.4%)
Justice and Attorney General	230	77 (33.5%)	840	277 (33.0%)
Labour	34	11 (32.4%)	32	6 (18.8%)
Milk Control Board	2	1 (50.0%)	0	0 (0.0%)
Municipal Affairs and Housing	49	18 (36.7%)	91	13 (14.3%)
Northern Affairs	6	2 (33.3%)	8	1 (12.5%)
Office of the Ombudsman and Children's Advocate	29	20 (69.0%)	0	0 (0.0%)
Post Secondary Education and Skills Training	38	21 (55.3%)	42	11 (26.2%)
Prairie Diagnostics Services	0	0 (0.0%)	0	0 (0.0%)
Public Service Commission	76	49 (64.5%)	10	3 (30.0%)
Rural Revitalization Office	2	1 (50.0%)	0	0 (0.0%)
Saskatchewan Archives Board	0	0 (0.0%)	5	1 (20.0%)
Saskatchewan Municipal Board	5	1 (20.0%)	0	0 (0.0%)
Social Services	139	61 (43.9%)	1292	509 (39.4%)
Women's Secretariat	1	1 (100.0%)	0	0 (0.0%)
Total	**1373**	**477 (34.7%)**	**5014**	**1073 (21.4%)**

Notes:

1. Percentages are expressed in brackets.
2. Percentages may not be exact due to rounding.
3. Women in Management include Management and Professional Levels 1-12B, Senior Executive and Order-in-Councils. It does not include Management Support Group.
4. Women in Management numbers will be lower due to the Labour Relations Board decision on the scope of many positions in April 2001.

Implementation Initiatives 2001

Public Service Commission on behalf of central government

- Continued to review and update policies. The Anti-Harassment policy was strengthened to emphasize the government's commitment to a harassment free workplace, including an expanded definition of harassment, a variety of dispute resolution options, and specific process guidelines for different situations. A Reasonable Accommodation policy was also worked on and will be implemented by the spring of 2002.

- Met with disability organizations through out the province that resulted in workshops given to Human Resource practitioners in the provincial government on the barriers faced by disabled individuals in gaining access to jobs in the public service. Workshops were also delivered to community based organizations that provide services to the disabled community on the recruitment process and requirements of the public service. Further development on this front is for the PSC and departments to partner with these organizations to identify potential applicants with disabilities for jobs in the public service.

- Sponsored and attended events for Employment Equity week where the Premier and Minister responsible for the Public Service spoke about the government's commitment to have a diverse and representative public service.

- With the Departments of Crown Investments, Aboriginal Affairs and Executive Council provided funding and support to the Aboriginal Government Employee's Network (AGEN) and The Saskatchewan Visible Minority Employee Association (SVMEA).

- Developed an Aboriginal Public Service Internship Program that provides paid opportunities for Aboriginal candidates to gain professional training and management work experience within the Saskatchewan public service, through rotating job assignments and on-going mentorships.

- With Saskatchewan Environment and Resource Management (SERM) and AGEN coordinated the Aboriginal Student Mentoring program that brought together eleven managers from the public service with students from Regina high schools.

- Engaged an external consultant to review executive government's employment equity program. The objective of the review was to determine the ability to achieve a representative workforce using current processes and objectives, and to identify other initiatives that could contribute to attaining the goal. Significant consultation took place with internal and external stakeholders in preparing the report. The conclusion was that to achieve its objective within the changing environment, the program must:

    - Integrate equity initiatives into the business and practices of government;
    - Enhance relationships, both within government and external education and equity organizations and individuals, to adequately prepare the future labour supply with government's projected demands; and
    - Emphasize the business case as well as the social policy case for workforce diversity.

Departments

The Employment Equity Annual Report from each department is enclosed. Some of the activities individual departments reported on are summarized below.

Advertising

- Job ads were reviewed for barriers.
- Job ads were sent to Designated group community organizations.
- Job ads encouraged designated group members to apply.
- Deputy Minister encouraged participation of employees at diversity events.
- Designated groups were highlighted in publications, brochures and videos of departments.
- Departmental Employment Equity Committee minutes were forwarded to all departmental staff.
- Department newsletters featured articles on equity and diversity issues.
- Department human resource staff has on going networking with diversity organizations and agencies to promote equity and diversity issues.

Recruitment

- Departments participated in career fairs.
- Used simultaneous postings for both permanent and term positions.
- Developed a plan and produced material to promote the department as an employer of choice.
- Integrated equity and diversity goals into the department's strategic recruitment initiative.
- Utilized the Public Service Commission's Employment Equity inventory for potential employment equity candidates.
- Used competency based hiring criteria for recruitment.

Alternative Hiring Practices

- Hired Designated group practicum students then appointed them to term Professional level positions.
- Non-paid training placements for people with severe intellectual disabilities.
- Worked with universities to give priority to designated group practicum students.
- Advertised student placements with an employment equity designation.
- Short-term opportunities were provided to designated group summer and co-op students.
- Participated in the Aboriginal Public Service Internship Program.
- Targeted all student placements to designated group candidates.
- Developed job share opportunities.
- Initiated a number programs in partnership with Aboriginal organizations such as an Aboriginal Apprenticeship program for Aircraft Maintenance Engineers, outreach recruitment for jobs in Field Operations, an Aboriginal Student Youth Camp in the north to provide information regarding careers in the government and took a leadership role in the Aboriginal High School Mentoring program in Regina.

Developmental Opportunities

- Temporarily reclassified designated group members in management positions.
- Developed temporary opportunities for women in underrepresented occupations.
- Allowed for career leave for designated group employees.
- Supported women in the Career Assignment Program (CAP).
- Supported designated group employees to undertake professional development courses.
- Designated group employees received tuition and book reimbursement support to enhance their education and career opportunities.

Education and Awareness

- Supported and encouraged employees to attend seminars and training on recognizing and preventing discrimination and harassment.
- Supported employees belonging to AGEN and SVMEA in attending the association's meetings and conferences.
- Encouraged staff to attend functions during National Aboriginal Day, the International Day for the Elimination of Racial Discrimination and Employment Equity Week.
- Sponsored employees to attend the Aboriginal Cultural Awareness Program (ACAP) and Recruiting Employees with Disabilities seminar.
- Distributed materials and information on employment equity issues, conferences and workshops.
- Ensured that diversity and employment equity issues are integrated into relevant courses such as, communications, leadership, conflict resolution, supervision etc.
- Developed a best practices guide for diversity and employment equity issues.
- Maintained an Employment Equity bulletin board and/or website.
- Conducted employee focus groups to measure awareness of diversity and employment equity issues in order to determine future action.
- Lunch hour videos and presentation on diversity and employment equity issues are made available to employees.
- Included diversity and employment equity issues in the department's newsletter.

Support Services

- Equity and diversity principles are integrated into the department's value statement, corporate strategic plan and considered in performance evaluations for out-of-scope employees.
- Department has a fulltime equity and diversity coordinator.
- Exit interviews are conducted to help determine retention strategies.
- Mentored Interns from the Aboriginal Public Service Internship Program.
- Provided financial support to AGEN and SVMEA.
- Assisted designated group employees with job search resume writing and interview preparation.
- Diversity and employment equity are standing items on management and staff meetings.
- Employment Equity Coordinator is a member of the Executive Committee and diversity and employment equity issues are addressed as they come-up.

Other Initiatives

- Conducted an accessibility audit of the department.
- Integrated diversity and employment equity into succession planning.
- Developed an Aboriginal Policy Framework that has an Aboriginal Advisory Committee, Aboriginal liaison staff and agreements with Aboriginal governments that help guide policies in the department.
- Worked with Aboriginal governments and organizations to ensure Aboriginal people took advantage of business opportunities.
- Worked with the Aboriginal community in delivering programs.
- Developing an employee recognition program that will include diversity and employment equity best practices.
- Included diversity and employment equity in a New Employee Orientation handbook.
- Invited designated group organizations to make presentation to staff.
- Made scholarships available to designated group members.
- Employment Equity Committee has it's own budget for guest speakers, workshops, honoraria etc.

Action Plan 2002/2005

The following actions will be taken over the next 3 years:

Corporate Commitment

- Seek Cabinet support for workplace diversity as one of the corporate human resource goals.

- Include workplace diversity as a goal in the corporate human resource strategic direction. Included with the goal will be appropriate objectives to guide and support corporate actions.

- Change the program name from Employment Equity to Workplace Diversity. This change will reflect a broader focus for the program.

- Develop strategies that will result in the Public Service Commission specifically and human resource personnel in government generally being role models in the achievement of diversity and a representative public service.

Accountability

- Reconfirm SHRAC's leadership role in workplace diversity.

- Ensure department and central agency roles and responsibilities for workplace diversity are clear, communicated and upheld.

- Include developing and managing a diverse workforce as a competency for recruiting executives, managers and supervisors.

- Include progress on their department's diversity plan as part of every Deputy Ministers' performance goals.

- Develop and implement performance measures for workplace diversity that can be used corporately, by departments and for individual performance assessment.

Resources and Partnerships

- Establish an interdepartmental committee to link corporate activities and expertise and to advise the PSC on issues related to workplace diversity. This committee will be lead by the PSC, will include senior officials with the ability to influence and make decisions and will include representatives from departments who have a program relationship to the goals of workplace diversity (eg., Intergovernmental and Aboriginal Affairs (IAA), Women's Secretariat, Office of Disability Issues, Post Secondary Education and Skills Training and Education).

- Enhance relationships with educational institutions and employment organizations with a view to increasing awareness of careers in the public service and ultimately increasing the supply of diversity candidates for government positions.

- Immediately staff the position of Workplace Diversity Coordinator within the PSC. This position's mandate will be defined to be consistent with the directions found in this plan.

- The PSC will enhance recruitment and retention of diversity employees to executive government by strengthening relationships with Aboriginal, visible minority and disabled communities, educational institutions, other labour and employment organizations and departments.

- Work with the unions and the departments to establish clearer roles, workplans and accountability mechanisms for both the departmental and interdepartmental workplace diversity (Employment Equity) committees.

- Work with AGEN and SVMEA to establish agreements, which outline roles, workplans and accountability mechanisms for the groups.

Program Initiatives

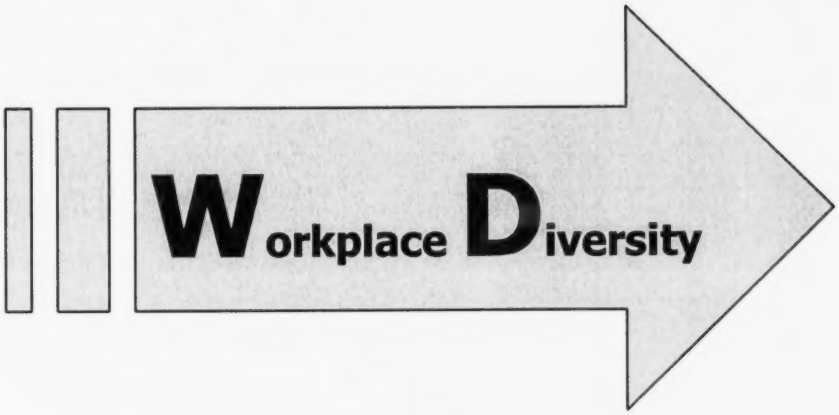
- Ensure an equitable distribution of designated groups in the public service workforce by focusing on positions of authority and decision making and permanent positions.

- Promote training and education materials and opportunities regarding diversity and respectful workplaces.

- Continue to enhance proactive recruitment strategies including:
    - Audit and analysis of term hiring practices followed by any required action to address deficiencies;
    - Implementation of an internet recruitment and inventory system;
    - Enhancing the understanding of the core competency model; and
    - Further development of opportunities to engage youth in the public service.

- Work with the Saskatchewan Human Rights Commission to streamline systems and processes for counting, reporting and self-declaration to ensure the effective and efficient use of resources.

Appendix A



Underrepresented
Occupations for Women (SGEU)

Non-Traditional
Occupations for Women (CUPE Local 600)

Underrepresented Occupations for Women (SGEU)

Effective January 1, 2001

The following is a list of Occupational Families and their codes:

- T Building and Shop Trades
- R Inspection and Regulatory
- F Finance and Revenue
- C Program Consultation
- S Science and Technology
- I Instructional
- G General Operations
- P Program Support
- H Human Services

T Building and Shop Trades

08TAM	Aircraft Mechanic (Engineer)
09TAM	Aircraft Mechanic (Engineer)
04THE	Highways Equipment Maintenance
05THE	Highways Equipment Maintenance
06THE	Highways Equipment Maintenance
08THE	Highways Equipment Maintenance
09THE	Highways Equipment Maintenance
10THE	Highways Equipment Maintenance
07TJA	Journeyman Auto Mechanic
07TJC	Journeyman Carpenter
08TJC	Journeyman Carpenter
07TJE	Journeyman Electrician
08TJE	Journeyman Electrician
08TJW	Journeyman Welder
06TPP	Power Plant Engineer
06TRT	Radio Technician
09TJM	Supervisory Journeyman
07TAA	Trades Apprentice auto Mechanic
05TTH	Trades Helper
05TTP	Trades Person
06TTP	Trades Person
07TTP	Trades Person
08TTP	Trades Person

R Inspection and Regulatory

09RAT	Apprenticeship Consultant
11RAT	Apprenticeship Consultant
09RBP	Boiler and Pressure Vessel
10RBI	Biologist
09RCC	Chemical Compliance Investigator
02RCO	Conservation
06RCO	Conservation
08RCO	Conservation
09RCO	Conservation
10RCO	Conservation
11RCO	Conservation
08REA	Elevator and Amusement
09REA	Elevator and Amusement
11REA	Elevator and Amusement
09RFP	Fire Prevention
10RFP	Fire Prevention
07RFR	Forestry
11RFR	Forestry
08RHT	Highway Traffic
10RHT	Highway Traffic
05RJO	Judicial Officers
10RLS	Labour Standards Officer
05RLV	Livestock
07RLV	Livestock
10ROH	Occupational Health
10ROY	Occupational Hygiene
06RPG	Petroleum and Natural Gas
07RPG	Petroleum and Natural Gas
08RPG	Petroleum and Natural Gas
09RPG	Petroleum and Natural Gas
06RPI	Private Investigator Registrar
11RPD	Program Development
11RTS	Technical Safety Inspection

Note:

1. Under each Occupational Family is the list of "Level Occs" which are the levels within that family which are underrepresented by women. The "Level Occ" is designated 2 numbers representing the position's classification level, and 3 letters defining the overall occupational group. The letters of an occupation are represented as follows: 1st - Family and 2nd and 3rd letters - Nature and type of work or specialization.

F Finance and Revenue

08FAT	Accountants
12FAT	Accountants
10FAU	Auditors
11FAU	Auditors
08FCM	Co-op Management Advisors
08FLN	Land Negotiators (Highways)
10FLN	Land Negotiators (Highways)
10FLL	Land Sales and Leasing
12FRA	Revenue Administrator
08FRT	Revenue Officers
09FRT	Revenue Officers
10FRT	Revenue Officers
11FRT	Revenue Officers
10FTA	Tax Auditors
11FTA	Tax Auditors
12FTA	Tax Auditors
13FTA	Tax Auditors

C Program Consultation

04CAG	Agrologist
07CAG	Agrologist
09CAG	Agrologist
10CAG	Agrologist
11CAG	Agrologist
12 CAG	Agrologist
13 CAG	Agrologist
07CAE	Awareness Education
08CAE	Awareness Education
09CAE	Awareness Education
12CAE	Awareness Education
07CBC	Business Consultant
10CBC	Business Consultant
11CBC	Business Consultant
07CCC	Coordinator, Colleges
09CCC	Coordinator, Colleges
10CCC	Coordinator, Colleges
04CCR	Culture and Recreation
09CCR	Culture and Recreation
10CCD	Curriculum Development
09CES	Equipment Standards
03CPR	Information Services Officer
10CMA	Municipal Administration Advisor
11CMA	Municipal Administration Advisor
13CPL	Policy and Legislation (245)
07CPE	Program Development and/or Evaluation
09CPE	Program Development and/or Evaluation
14CPE	Program Development and/or Evaluation
08CPM	Program Manager - Education
09CPM	Program Manager - Education
13CPM	Program Manager - Education
07CRO	Research/Policy
11CRO	Research/Policy

S Science and Technology

07SAT	Archival Technician
12SAR	Archivist
04SAV	Audio Video Technician
08SAV	Audio Video Technician
03SIB	Business Analyst (No Programming)
11SIB	Business Analyst (No Programming)
09SCP	Community Planners
06SPT	Community Planning Technician
07SPT	Community Planning Technician
08SPT	Community Planning Technician
08SCU	Curator
12SCU	Curator
03SDP	Draftsperson
05SDP	Draftsperson
06SDP	Draftsperson
07SDP	Draftsperson
03SEC	Ecology
04SEC	Ecology
07SEC	Ecology
08SEC	Ecology
09SEC	Ecology
11SEC	Ecology
12SEC	Ecology
13SEC	Ecology
05SEA	Engineering Assistant
06SEA	Engineering Assistant
07SEA	Engineering Assistant
08SEA	Engineering Assistant
09SEA	Engineering Assistant
10SEA	Engineering Assistant
03SET	Engineering Technician
04SET	Engineering Technician
08SFP	Facilities Planner
09SFP	Facilities Planner
10SFP	Facilities Planner
08SFM	Fire Meteorologist
08SFR	Forester
10SFR	Forester
11SFR	Forester
12SFR	Forester
13SFR	Forester
08SFT	Forestry Technician
03SGE	Geologist
06SGE	Geologist
07SGE	Geologist
03SGI	Graphical Information Technologist
06SGI	Graphical Information Technologist
11SGI	Graphical Information Technologist
06SLS	Lab Scientist
11SLS	Lab Scientist
12SLS	Lab Scientist
13SLS	Lab Scientist
14SLS	Lab Scientist
06SLP	Land Plans Examiner
08SLP	Land Plans Examiner
09SLR	Librarian
02SLI	Library Technician
04SMT	Museum Technician
07SMT	Museum Technician
04SNW	Network Support
11SPP	Park Planner
12SPP	Park Planner
13SPH	Pharmacy
06SPI	Photo Interpreter
08SRA	Radio Technician
06SRO	Research Officer
09SRO	Research Officer
11SRO	Research Officer
12SRO	Research Officer
03SRT	Resource Technologist
06SRT	Resource Technologist
07SRT	Resource Technologist
08SRT	Resource Technologist
09SRT	Resource Technologist
04SST	Summer Student
06SST	Summer Student
05SIT	Systems/Information Technology
06SIT	Systems/Information Technology
08SIT	Systems/Information Technology
09SIT	Systems/Information Technology
10SIT	Systems/Information Technology
11SIT	Systems/Information Technology

I Instructional

06IIA	Instructional Assistant
09IT1	Teacher Therapist (4 year)
11IT1	Teacher Therapist (4 year)
12IT1	Teacher Therapist (4 year)
09IT2	Teacher Therapist (5 year)
10IT2	Teacher Therapist (5 year)
10IT3	Teacher Therapist (6 year)

G General Operations

09GBP	Base Pilot
10GBP	Base Pilot
07GCS	Camp Safety Officer
05GCK	Cook
07GCK	Cook
09GCK	Cook
05GFO	Ferry Operator
07GFO	Ferry Operator
07GFC	Fire Control Coordinator
10GFC	Fire Control Coordinator
04GFF	Fire Fighter
05GFF	Fire Fighter
07GFF	Fire Fighter
08GFF	Fire Fighter
09GFF	Fire Fighter
03GGW	Geological Warehouse
03GHM	Highways Maintenance
04GHM	Highways Maintenance
05GHM	Highways Maintenance
06GHM	Highways Maintenance
07GHM	Highways Maintenance
08GHM	Highways Maintenance
01GIS	Institutional Service Worker
04GIS	Institutional Service Worker
05GIS	Institutional Service Worker
06GIS	Institutional Service Worker
07GIS	Institutional Service Worker
08GIS	Institutional Service Worker
09GIS	Institutional Service Worker
02GML	Manual Labour
03GML	Manual Labour
06GML	Manual Labour
04GPM	Park Maintenance (RMS)
05GPM	Park Maintenance (RMS)
06GPM	Park Maintenance (RMS)
07GPM	Park Maintenance (RMS)
07GPR	Parks Recreation
08GRP	Parks Recreation
05GPA	Pastures
06GPA	Pastures

P Program Support

01PDP	Document Processing
08PDP	Document Processing
03PLC	Lab Clerk
10POM	Office Manager (A01)
01PSK	Stock Keeper
02PSK	Stock Keeper
03PSK	Stock Keeper
04PSK	Stock Keeper
05PSK	Stock Keeper
06PSK	Stock Keeper
07PSK	Stock Keeper
04PPS	Printing Services Technician
08PPA	Property Administration

H Human Services

10HCM	Central Communications
03HCP	Child Protection
09HCY	Community Youth
10HCY	Community Youth
08HCW	Corrections
10HCW	Corrections
11HCW	Corrections
05HCS	Custody Support Worker
06HCS	Custody Support Worker
07HCS	Custody Support Worker
08HCS	Custody Support Worker
09HCS	Custody Support Worker
10HCS	Custody Support Worker
11HCS	Custody Support Worker
05HIS	Income Security
08HPG	Program Consultant
11HPY	Psychologist
08HRD	Resource Development
09HRD	Resource Development

Non-Traditional Occupations for Women (CUPE Local 600)

Effective January 1, 2001

Baker
Cook 1-3
Driver
Institutional Service Worker 3
Laundry 3
Medical Equipment Technician 1
Nurse 3
Pharmacist 1
Regional Supervisor 1-3
Senior Storekeeper
Storekeeper
Systems Support Technician